UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MASSACHUSETTS

BROWN & BROWN, LLP, Plaintiff,	05	1 1016	NMG NO.	.3
v. BARTON CRAIG, and LEFKO GARFINKEL, CHAMPI & DMP P.C., Defendants.		SE TUD	AMOUNT S. SUMMONS ISSUED. LOCAL RULE 4.1 WAIVER FORM. MCF ISSUED. BY DPTY, CLK.	

NOTICE OF REMOVAL OF CIVIL ACTION

Pursuant to 28 U.S.C. §§ 1441, 1446 and Local Rule 81.1, Defendant Lefkowitz,

Garfinkel Champi & DeRienzo, P.C. ("LGC&D" or "Defendant") hereby notices the removal of
the above-captioned matter, Brown & Brown, LLP v. Barton Craig, and Lefkowitz, Garfinkel,

Champi & DeRienzo, P.C., Civil Action No. 05-1534-BLS (the "Action") from the Suffolk

Superior Court Department of the Trial Court of the Commonwealth of Massachusetts, to the

United States District Court for the District of Massachusetts. In support thereof, Defendant
states the following:

- 1. Plaintiff Brown & Brown, LLP ("B&B" or "Plaintiff") commenced the Action herein in the Superior Court of Massachusetts, Suffolk County on April 20, 2005.
- 2. A copy of the Summons, Complaint, Corporate Disclosure Statement and the Civil Action Cover Sheet served on Defendant on or about April 25, 2005, is attached as Exhibit A. A Stipulation extending LGC&D's time to respond to the Complaint to May 27, 2005, filed by the parties on May 11, 2005, is attached as Exhibit B. Taken together, Exhibits A and B

constitute all pleadings in the above-referenced action. Certified copies of the docket sheet and all pleadings and orders filed with the Suffolk Superior Court in the Action will be provided to this Court pursuant to Local Rule 81.1.

- B&B's Complaint purports to state claims against LGC&D for tortious 3. interference with contractual and/or advantageous business relations and unfair and deceptive trade practices stemming from its subsequent employment of a former B&B employee, defendant Barton Craig ("Craig"). In particular, B&B alleges that it lost the business of a particular account, Granite Telecom, to LGC&D as a result of the actions of Craig in violation of an employment agreement.
- 4. The Complaint seeks alleged damages including double and/or treble damages, together with costs, interest and fees.
- 5. In accordance with 28 U.S.C. § 1446, this Notice of Removal has been filed within thirty (30) days after receipt of B&B's Complaint.
- 6. This Court has original jurisdiction over this Action pursuant to 28 U.S.C. § 1332. B&B is an accounting firm with its principal place of business in the Commonwealth of Massachusetts. Defendant Craig is a citizen of the State of Rhode Island and defendant LGC&D is a corporation organized and existing under the laws of the State of Rhode Island with its principal place of business in the State of Rhode Island.
- 7. Although not articulated in B&B's Complaint, the amount in controversy most certainly exceeds the sum of \$75,000.00, exclusive of interest and costs, the jurisdictional amount under 28 U.S.C. § 1332. The value of the Granite Telecom account, whose business B&B alleges it lost as a result of the actions of the defendants, exceeds \$75,000.00.

- 8. By reason of the foregoing and pursuant to 28 U.S.C. § 1441(a), Defendant wishes to exercise its right to have this Action removed from the Superior Court Department, Commonwealth of Massachusetts, Suffolk, ss.
- 9. Venue in this District is proper pursuant to 28 U.S.C. § 1441(a) and 28 U.S.C. § 1391(a).
- 10. The time has not elapsed during which Defendant is entitled to file the Notice of Removal pursuant to 28 U.S.C. § 1446.
- 11. Defendant will provide a certified copy of this Notice of Removal to the Clerk of the Court for the Suffolk Superior Court Department of the Trial Court for the Commonwealth of Massachusetts.

Respectfully submitted,

LEFKOWITZ, GARFINKEL, CHAMPI & DERIENZO, P.C.

By its attorneys,

Robert M. Cault, BBO #187240

Mintz, Levin, Cohn, Ferris, Glovsky,

and Popeo, P.C.

One Financial Center

Boston, MA 02111

(617) 542-6000

Dated: May 17, 2005

CERTIFICATE OF SERVICE

I hereby certify that on this 17th day of May, 2005, I caused the foregoing Notice of Removal to be served by first class mail upon counsel for Plaintiff Brown & Brown LLP at the following address:

Patrick J. Bannon, Esq. Gadsby Hannah LLP 225 Franklin Street Boston, MA 02110

Robert M. Gault BBO# 187240

LIT 1520111v1

UNITED STATES DISTRICT COURT DISTRICT OF MASSACHUSETTS

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ls thi			YES	NO	V
	is case requ	ired to be heard and determined by a district co	urt of three judges	pursuant to title	28 USC §2284?
			YES	NO	
_	-	ies in this action, excluding governmental age "governmental agencies"), residing in Massacl			
			YES	✓ NO	
	A.	If yes, in which division do all of the non-gov	ernmental parties re	side?	
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		of Removal - are there any motions pending in t le sheet identifying the motions)	he state court requi	ring the attention	on of this Court? (If yes,
			YES	NO NO	~
	E TYPE OR	PRINT) Robert M. Gault, Esq.			
DDRES		Levin Cohn. Ferris, Glovsky and Popeo	P.C. One Finar	cial Center F	Boston, Massachusette
		617) 542-6000		Juli Goritor, L	Socion, massachasetti

SJS 44 (Rev. 11/04)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM)

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I. (a) PLAINTIFFS		17: E1	DEFENDANTS		
Brown & Brown LLP				Lefkowitz, Garfinkel, C	Champi & DeRienzo, P.C.
	3 3 AM 17		1 50		-
(b) County of Residence	of First Listed Plaintiff Suffolk County, M.	<u>A</u>	County of Residence o	f First Listed Defendant	Providence County, RI
(E	XCEPT IN U.S. PLAINTIFF CASES)			(IN U.S. PLAINTIFF CASES	ONLY)
			NOTE: IN LANI	CONDEMNATION CASES, US	SE THE LOCATION OF THE
	A With Market Committee Co	or Profit	LANDI	NVOLVED.	
(c) Attorney's (Firm Name.	Address, and Telephone Number)		Attorneys (If Known)		
	y Hannah LLP, 225 Franklin Street		1	lintz Levin, One Financi	ial Center Roston MA
Boston, MA 02110, (617)				q., 72 Pine Street, Provi	
II. BASIS OF JURISD		III. C		*	(Place an "X" in One Box for Plaintiff
_			(For Diversity Cases Only)		and One Box for Defendant)
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120 Marine	☐ 310 Airplane ☐ 362 Personal Injury		620 Other Food & Drug	1 423 Withdrawal	410 Antitrust
☐ 130 Miller Act ☐ 140 Negotiable Instrument	☐ 315 Airplane Product Med. Malpractice Liability ☐ 365 Personal Injury		625 Drug Related Seizure of Property 21 USC 881	28 USC 157	430 Banks and Banking 450 Commerce
☐ 150 Recovery of Overpayment	☐ 320 Assault, Libel & Product Liability	🗅	630 Liquor Laws	PROPERTY RIGHTS	460 Deportation
& Enforcement of Judgment 151 Medicare Act			640 R.R. & Truck	820 Copyrights	☐ 470 Racketeer Influenced and
151 Medicare Act 152 Recovery of Defaulted	330 Federal Employers' Injury Product Liability Liability		650 Airline Regs. 660 Occupational	S30 Patent 840 Trademark	Corrupt Organizations 480 Consumer Credit
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1100700115	Cite the U.S. Civil Statute under which you	are filing	(Do not cite jurisdiction:	al statutes unless diversity):	Judgment
VI. CAUSE OF ACTION	ON 28 U.S.C. Sections 1441, 1446 and	1332 -	Diversity of Citizens	hip	
	Brief description of cause: Breach of employment agreement a	and inta	rfaranca with husines	a ralations	
VII. REQUESTED IN			DEMAND \$		if demanded in complaint:
COMPLAINT:	UNDER F.R.C.P. 23			JURY DEMAND:	'
VIII. RELATED CAS	E(S)				
IF ANY	(See instructions): JUDGE			DOCKET NUMBER	
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FOR OFFICE USE ONLY					
RECEIPT #	AMOUNT APPLYING IFP		HIDGE	MAG BIT	DGE



Berin Sultan Romagnolo bromagnolo@ghlaw.com

Tel: 617 345 7085 Fax: 617 204 8085

April 20, 2005

CERTIFIED MAIL RETURN RECEIPT REQUESTED

Lefkowitz, Garfinkei, Champi & DeFrienzo PC 10 Weybosset Street Providence, RI 02903

Re:

Brown & Brown, LLP v. Barton Craig and Lefkowitz, Garfinkel, Champi & DeFrienzo PC

Suffolk Superior Court Civil Action No. 05-1534-BLS

225 Franklin Street Boston MA 02110

Tel 617 345 7000 Fax 617 345 7050 www.ghlaw.com Dear Madam or Sir:

This firm represents Brown & Brown LLP in the above entitled action, which was filed with the Suffolk Superior Court in Massachusetts today. I am forwarding to you a copy of the following documents:

- 1. Complaint,
- Civil Action Cover Sheet, 2.
- Corporate Disclosure Statement, and 3.
- A Summons directed to you. 4.

This letter, with its enclosures, constitutes service of the summons and complaint upon you.

Very truly yours,

Berin Sultan Romagnolo

BSR/jrg **Enclosures**

cc:

Patrick J. Bannon

Commonwealth of Massachusetts

SUFFOLK ss.

Case 1:05-cv-11016-NMG



SUPERIOR COURT DEPARTMENT OF THE TRIAL COURT CIVIL ACTION

05-1534-BLS

		110,
_	Brown & Brown, LLP	, Plaintiff(s)
	v.	
	Barton Craig and Lefkowitz, Champi & DeRienzo, P.C.	Garfinkel, Defendant(s)

SUMMONS

To the above-named Defendant:	Lefkowitz, Garfinkel, Champi & DeRienzo, P.C. 10 Weybosset St., Providence, RI 02903		
You are hereby summoned and required to serve upon Patrick J. Bannon of Gadsby Hannah LLP			
the complaint which is herewith se exclusive of the day of service. If relief demanded in the complaint.	s is 225 Franklin St., Boston, MA 02110, an answer to erved upon you, within 20 days after service of this summons upon you, you fail to do so, judgment by default will be taken against you for the You are also required to file your answer to the complaint in the office in either before service upon plaintiff's attorney or within a reasonable		

Unless otherwise provided by Rule 13(a), your answer must state as a counterclaim any claim which you may have against the plaintiff which arises out of the transaction or occurrence that is the subject matter of the plaintiff's claim or you will thereafter be barred from making such claim in any other action.

Witness, Suzanne V. DelVecchio, Esquire, at Bosto	ton, the 20th	day of
April , in the year of our Lord to	two thousand 05	

Michael Joseph Donovan

Clerk/Magistrate

NOTES.
I'. This summons is issued pursuant to Rule 4 of the Massachusetts Rules of Civil Procedure.

- 2. When more than one defendant is involved, the names of all defendants should appear in the caption. If a separate summons is used for each defendant, each should be addressed to the particular defendant.
- 3. TO PLAINTIFF'S ATTORNEY: PLEASE CIRCLE TYPE OF ACTION INVOLVED
 - (1) TORT (2) MOTOR VEHICLE TORT (3) CONTRACT (4) EQUITABLE RELIEF (5) OTHER

CIVIL	ACTION	
COVE	RSHEET	

DOCKET NO.(S)

Trial Court of Massachusetts Superior Court Department County: SUFFOLK



AINTIFF(S)

Brown & Brown, LLP

DEFENDANT(S)

Barton Craig and Lefkowitz, Garfinkel, Champi

& DeRienzo, PC

TORNEY, FIRM NAME, ADDRESS AND TELEPHONE Patrick J. Bannon ATTORNEY (# known) erin S. Romagnolo, Gadsby Hannah LLP, 225

canklin St., Boston, MA 02110 617-345-7000 pard of Bar Overseers number. 635523 & 638375 respectively

Origin Code

Original Complaint

TYPE OF ACTION AND TRACK DESIGNATION (See reverse side)

ODE NO.

TYPE OF ACTION (specify)

TRACK

IS THIS A JURY CASE?

D2

Non-soliciation Agreement

(X)Yes

he following is a full and detailed statement of the facts on which plaintiff relies to letermine eligibility in to The Business Litigation Session.

Defendant Barton Craig was a tax manager or supervisor with the plaintiff Brown & Brown, LP's accounting firm. He executed an Employment Agreement with Brown & Brown agreeing not solicit or divert Brown & Brown's clients for a limited amount of time and to refrain from ivulging or using Brown & Brown's confidential information. Mr. Craig resigned from Brown Brown and, shortly thereafter, joined a competing accounting firm, defendant Lefkowitz, arfinkel, Champi & DeRienzo, PC ("LGC&D"). There, he successfully solicited at least one E Brown & Brown's clients, & disclosed and used Brown & Brown's confidential information, nereby damaging Brown & Brown's business relationships and causing other on-going damage. r. Craig's new employer, LGC&D, knew of Mr. Craig's Employment Agreement with Brown & Brown, it, nevertheless, encouraged and assisted Mr. Craig to breach his obligations to Brown & cown.

Special Tracking Order shall be created by the Presiding Justice of the Business Litigation ession at the Rule 16 Conference.

LEASE IDENTIFY, BY CASE NUMBER, NAME AND COUNTY, ANY RELATED ACTION PENDING IN THE SUPERIOR OURT DEPARTMENT

hereby certify that I have compiled with the requirements of Rule 5 of the Supreme Judicial Court Uniform Rules on Ispute Resolution (SJC Rule 1:18) requiring that I provide my clients with information about court-connected dispute *Solution services and discuss with them the advantages and disadvantages of the various methods."

ignature of Attorney of Record

COMMONWEALTH OF MASSACHUSETTS

SUFFOLK, SS.	SUPERIOR COURT DEPARTMENT OF THE TRIAL COURT
BROWN & BROWN, LLP, Plaintiff,	-))))
v. BARTON CRAIG, and LEFKOWITZ, GARFINKEL, CHAMPI & DERIENZO,)) C.A. No.)
P.C., Defendants.))

CORPORATE DISCLOSURE STATEMENT

Pursuant to Mass. Supreme Judicial Court Rule 1.21, plaintiff Brown & Brown, LLP hereby notifies the Court that it has no parent corporation and that no publicly-held corporation owns 10% or more of its stock.

> Respectfully submitted, Plaintiff Brown & Brown, LLP By its attorneys,

Patrick & Bannon, BBO # 635523 Berin Sultan Romagnolo, BBO # 638375 Gadsby Hannah LLP 225 Franklin Street Boston, MA 0211 (617) 345-7000

April 20, 2005

COMMONWEALTH OF MASSACHUSETTS

SU	FFO	LK,	SS.
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SUPERIOR COURT DEPARTMENT OF THE TRIAL COURT

BROWN & BROWN, LLP,

Plaintiff,

٧.

BARTON CRAIG, and LEFKOWITZ, GARFINKEL, CHAMPI & DERIENZO, P.C.,

Defendants.

05-1534 BLS

MOTION FOR SPECIAL PROCESS SERVER

Pursuant to Mass. R. Civ. P. 4(c), Plaintiff Brown & Brown, LLP, by its attorneys, hereby requests that this Court appoint Dewsnap & Associates, 92 State Street, Boston, Massachusetts, including authorized deputies and representatives of Dewsnap & Associates, for the purpose of serving such process as required in this civil action.

> Respectfully submitted, Plaintiff, Brown & Brown, LLP By its attorneys,

Patrick J. Bannon, BBO # 635523 Berin Sultan Romagnolo, BBO # 638375 Gadsby Hannah LLP 225 Franklin Street Boston, MA 02110 (617) 345-7000

April 20, 2005



COMMONWEALTH OF MASSACHUSETTS

SUFFOLK, SS.	SUPERIOR (OF THE TRI	COURT DEPARTMENT AL COURT
BROWN & BROWN, LLP,) Plaintiff,)		
v.) BARTON CRAIG, and LEFKOWITZ,) GARFINKEL, CHAMPI & DERIENZO,) P.C.,) Defendants.)	C.A. No.	05-1534-BLS

COMPLAINT

INTRODUCTION

- Brown & Brown, LLP ("B&B"), an accounting firm, brings this action against its 1. former employee, Barton Craig ("Craig"), and his new employer, Lefkowitz, Garfinkel, Champi & DeRienzo, P.C. ("LGC&D").
- Craig promised B&B in writing that for two years after his employment ended he 2. would not solicit business from B&B's clients or do anything directly or indirectly to divert any of the clients from B&B. Relying on Craig's promises, B&B introduced him to, and encouraged him to develop strong relationships with, a number of valuable B&B clients.
- 3. In July 2004, Craig resigned from B&B to work for LGC&D. Despite his promises, Craig has successfully solicited at least one long-standing B&B client to transfer its business to LGC&D. LGC&D knew that Craig had promised not to solicit or divert B&B's clients. Nevertheless, it has encouraged and assisted Craig to breach those promises. B&B has suffered substantial damages.

PARTIES

- Brown & Brown, LLP ("B&B") is an accounting firm with a principal office at 90
 Canal Street in Boston, Massachusetts, and another office in Westborough, Massachusetts.
- Defendant Barton Craig ("Craig") is an individual who lives at 81 Barnes Street,
 Providence, Rhode Island. Until July, 2004, Craig worked for B&B in Boston, Massachusetts.
 Craig now works for LGC&D, where he continues to provide services to clients in
 Massachusetts.
- 6. Defendant Lefkowitz, Garfinkel, Champi & DeRienzo, P.C. ("LGC&D") is an accounting firm located at 10 Weybosset Street, Providence, Rhode Island. LGC&D provides services to clients throughout New England, including clients that are located in Massachusetts.

FACTS

B&B's Reputation and Client Relationships

- 7. B&B is a full-service accounting firm with more than 80 employees and two offices. B&B has been a leader in New England in providing auditing, tax and consulting services to clients of all sizes in a wide range of industries. Over its 20-year history, B&B has earned a reputation for providing services of the highest quality.
- 8. B&B spends significant money and employee time developing and maintaining strong positive relationships with key individuals at clients and prospective clients. In the accounting business, such relationships are critical to obtaining and keeping clients.
- 9. In order to provide services efficiently, B&B frequently assigns responsibility for a client's work to persons other than the person who brought the client to B&B. B&B encourages all of the employees who work with a client to develop a strong relationship and work closely with the client.

- 10. To protect itself from losing clients when employees leave, B&B requires its employees, as a condition of employment, to promise in writing not to solicit or divert clients from B&B for a period of time after the end of their employment.
- 11. If B&B were unable to prevent former employees from soliciting or diverting its clients for a period of time after the end of the employees' employment, B&B personnel who bring clients to the firm would be reluctant to allow other employees of the firm to work closely with the clients. The result would be that B&B would provide its services less efficiently.

B&B's Relationship with the Hale Family and Their Businesses

- 12. In about 1993, B&B began providing tax and accounting services to a Massachusetts-based telecommunications company called Network Plus, Inc. In or about June 1999, Network Plus became a publicly traded company.
- Network Plus was founded by Robert T. Hale, Sr. and Robert T. Hale, Jr. In 13. about 1993, B&B began providing accounting services to the Hale family.
- 14. In or about 2002, Network Plus failed. Shortly thereafter, Robert T Hale, Sr. and Robert T. Hale, Jr. co-founded another telecommunications company called Granite Telecommunications, LLC ("Granite Telecom"). Granite Telecom is based in Quincy, Massachusetts.
- 15. B&B provided accounting services to Granite Telecom from its inception. In addition, B&B continued providing accounting services to the Hale family.
- 16. B&B's work for the Hale family and their businesses has provided B&B with significant annual revenues since 1993.

B&B Hires Craig and Craig Promises Not to Solicit or Divert B&B's Clients

On or about January 10, 2000, B&B hired Craig as an accountant. Craig's title 17. was tax supervisor or tax manager.

- 18. At the beginning of his employment and as a condition of employment, Craig entered into an employment agreement with B&B. Effective on July 21, 2000, Craig and B&B entered into a superseding employment agreement. Effective on January 1, 2002, Craig and B&B again entered into a superseding employment agreement.
- 19. The January 1, 2002 employment agreement (the "Employment Agreement") remained in effect through the end of Craig's employment and has never been superseded, amended or canceled. For convenience, a copy of the Employment Agreement is attached hereto as Exhibit A.
- 20. In Section 4 of the Employment Agreement, Craig promised that for a period of two years after the end of Craig's employment with B&B, he would not directly or indirectly:
 - "(a) Solicit the business, trade or patronage of any of the clients or customers of [Brown & Brown] or its subsidiaries. . . .

. . . .

- "(b) Divert or attempt to divert from [Brown & Brown] any business whatsoever by either influencing, attempting to influence or soliciting or attempting to solicit any of [Brown & Brown's] customers or clients or employees.
- "(c) Disclose in any way to any person, firm, corporation or any other operation or entity, or use on [his] own behalf, for any reason or purpose, any information gained by [him] while in [Brown & Brown's] employ, including without limitation, [Brown & Brown's] client or customer lists, computer disks containing any information relevant to [Brown & Brown's], accounting and financial data, pricing and discount practices, special programs relating to sales, service, training, products and equipment, and the methods, techniques, devices and operations of [Brown & Brown's] as they may exist from time to time."

B&B Introduces Craig to Many of Its Clients, Including Granite Telecom.

- 21. Relying on Craig's promises not to solicit or divert its clients, B&B introduced Craig to, and encouraged him to develop and maintain strong relationships with, a number of B&B's clients.
- 22. B&B assigned Craig to be the tax manager for a number of B&B's clients. As tax manager, Craig had day-to-day responsibility for helping clients prepare their tax returns and handle other tax-related accounting issues. He worked closely with key personnel at each client.
- 23. In 2000, B&B introduced Craig to key personnel at Granite Telecom and assigned him to be the tax manager for the Granite Telecom account. Craig served as the tax manager of the Granite Telecom account through the end of his employment. With B&B's encouragement, Craig worked closely with and developed good relationships with a number of key Granite Telecom employees, including Garrett McGurrin and Rand Currier.

Craig Had Access To B&B's Confidential and Proprietary Information.

- 24. As a B&B tax supervisor, Craig had access to various forms of B&B's confidential and proprietary business information, including without limitation: the rates B&B's normally charged for its services; the prices B&B charged particular clients for particular projects; B&B's billing practices and pricing for the Granite Telecom engagement, the identities and contact information of key personnel at B&B's clients and prospects; and the particular likes, dislikes and needs of B&B clients. In particular, Craig had all of this information for Granite Telecom.
- 25. B&B protected this information by, among other measures, adopting policies forbidding employees to use or disclose such information, using passwords to protect information contained on B&B's computer system, and requiring employees to enter into written agreements promising not to use or disclose such information.

Craig Resigns and Breaches His Obligations to B&B

- 26. On or about July 23, 2004, Craig voluntarily resigned from B&B to join LGC&D, an accounting firm that is a direct competitor of B&B.
- 27. In violation of his Employment Agreement, Craig solicited, attempted to influence and influenced Granite Telecom to use LGC&D's services rather than B&B's services.
- 28. Soon after Craig's departure from B&B, Granite Telecom notified B&B that it was putting its business out to bid. The only firm other than B&B invited to bid was LGC&D.
- 29. LGC&D and B&B submitted proposals to Granite Telecom. Craig helped prepare and present LGC&D's proposal to Granite Telecom and discussed LGC&D's proposal with Granite Telecom.
- 30. Shortly after receiving bids from LGC&D and B&B, Granite Telecom moved its business to LGC&D.
- 31. Craig was instrumental in assisting LGC&D to submit a successful proposal because of his intimate knowledge of the engagement and his personal relationship with the client.
- 32. To help LGC&D obtain Granite Telecom's business, Craig disclosed to LGC&D B&B's confidential information, including the rates and prices B&B charged Granite Telecom, the identities of and contact information for key Granite Telecom personnel, and Granite Telecom's likes, dislikes and needs. Craig also used this confidential B&B information to help prepare and submit LGC&D's bid to Granite Telecom and otherwise to try to obtain LGC&D's business.
- 33. LGC&D knew that Craig had a contractual obligation not to solicit or divert any clients from B&B for two years after the end of his employment. Nevertheless, LGC&D

authorized, encouraged and instructed Craig to solicit, attempt to influence and influence Granite Telecom to use LGC&D's services rather than B&B's services.

- 34. LGC&D knew that Craig had confidential B&B information that he had contractual and common law obligations not to use or disclose. Nevertheless, LGC&D authorized, encouraged and instructed Craig to use such confidential B&B information to help prepare and submit LGC&D's bid to Granite Telecom and otherwise to try to obtain LGC&D's business.
- 35. Craig and LGC&D continue to do business with Granite Telecom and divert business from B&B. Craig continues to work on this client while employed by LGC&D.
- Craig's Employment Agreement contains no restrictions on Craig continuing to 36. work as an accountant on his own or for another accounting firm so long as he does not solicit or divert B&B clients or use or disclose B&B confidential information.

COUNT I Breach of Employment Agreement (Craig)

- B&B repeats and re-alleges the allegations contained in the preceding paragraphs. 37.
- 38. Craig executed an Employment Agreement with B&B in which he promised, for two years after the end of his employment with B&B, not to solicit B&B's clients and not to influence or attempt to influence B&B's clients to divert their business elsewhere. Craig also promised, in the Employment Agreement, not to use or disclose B&B's confidential information.
- 39. Craig violated the Employment Agreement by soliciting, attempting to influence and influencing one or more B&B clients to move their business from B&B to LGC&D.
- Craig also violated the Employment Agreement by using and disclosing B&B's 40. confidential information, including without limitation confidential information relating to B&B's

work for Granite Telecom and the pricing and specific issues pertaining to the servicing of this engagement.

41. As a result of Craig's actions, B&B has been damaged and continues to incur damages.

Breach of the Duty of Loyalty

- B&B repeats and re-alleges the allegations contained in the preceding paragraphs. 42.
- 43. By virtue of Craig's employment relationship with B&B, Craig owed B&B a duty of loyalty.
- 44. Craig has violated his duty of loyalty by using and disclosing B&B's confidential information, including without limitation confidential information relating to B&B's work for Granite Telecom, to benefit himself and LGC&D.
 - As a result of Craig's action, B&B has been, and continues to be, damaged. 45.

COUNT III

Tortious Interference With Contractual and/or Advantageous Business Relations (Craig and LGC&D)

- 46. B&B repeats and re-alleges the allegations contained in the preceding paragraphs.
- 47. B&B had contracts and/or advantageous business relations with its clients.
- 48. Craig and LGC&D knew that B&B had contractual and/or advantageous business relations with B&B's clients.
- By virtue of the conduct described above, Craig and LGC&D have interfered with 49. B&B's contracts and advantageous business relations with one or more of B&B's clients.
- Such interference was conducted by improper means and for an improper 50. purpose, and was intentional, malicious and without legal justification.

51. As a direct and proximate result of Craig's and LGC&D's conduct, B&B has suffered and continues to suffer damages.

COUNT IV

Tortious Interference with B&B's Contractual Relationship with Craig (LGC&D)

- 52. B&B repeats and re-alleges the allegations contained in the preceding paragraphs.
- 53. B&B and Craig had a contractual relationship, memorialized in Craig's Employment Agreement with B&B, that prohibited Craig from soliciting, influencing or attempting to influence B&B's clients for two years after the end of his employment with B&B.
- 54. LGC&D knew that Craig's Employment Agreement with B&B prohibited Craig from soliciting, influencing or attempting to influence B&B's clients for two years after the end of his employment with B&B and prohibited him from using or disclosing B&B's confidential information.
- LGC&D interfered with B&B's contractual relationship with Craig by 55. encouraging, assisting and instructing him to breach the Employment Agreement as described above.
- 56. Such interference was conducted by improper means and for an improper purpose, and was intentional, malicious and without legal justification.
- As a direct and proximate result of LGC&D's conduct, B&B has suffered and 57. continues to suffer damages.

(LGC&D)

- 58. B&B repeats and re-alleges the allegations contained in the preceding paragraphs.
- 59. B&B is a person and engages in trade or commerce within the meaning of Mass. Gen. Laws c. 93A section 1.

- 60. LGC&D is a person and engages in trade or commerce within the meaning of Mass. Gen. Laws c. 93A section 1.
- 61. Craig's actions regarding Granite Telecom were taken on behalf of LGC&D, and LGC&D is responsible for those actions. Craig's and LGC&D's actions constitute unfair and deceptive acts and practices within the meaning of Mass. Gen. Laws c. 93A section 11.
- 62. Craig's and LGC&D's actions occurred primarily and substantially in Massachusetts.
- 63. Craig's and LGC&D's unfair and deceptive acts and practices were willful and knowing within the meaning of Mass. Gen. Laws c. 93A.
- 64. As a direct and proximate result of this conduct, B&B has suffered and continues to suffer damages.

REQUEST FOR RELIEF

WHEREFORE, B&B requests that the Court:

- 1. Enter judgment on behalf of B&B and order Craig & LGC&D to pay damages to B&B in an amount to be determined at trial, together with all costs, interest, and reasonable attorneys' fees.
- 2. With respect to Count Five, order LGC&D to pay double and/or treble damages, together with all costs, interest, and reasonable attorneys' fees.

3. Grant such other or additional relief in favor of B&B as the Court deems just and proper under the circumstances.

Respectfully submitted,

Plaintiff Brown & Brown, LLP

Bylits attorney (

Patrick J. Bannon, BBO # 635523

Berin Sultan Romagnolo, BBO # 638375

Gadsby Hannah LLP 225 Franklin Street Boston, MA 02110 (617) 345-7000

Dated: Gent 20, 2005

DEMAND FOR JURY TRIAL

Plaintiff Brown & Brown, LLP hereby demands a trial by jury of all issues and claims so triable.

Respectfully submitted,

Plaintiff Brown & Brown, LLP

Patrick J. Barraon, BBO # 635523

Berin Sultan Romagnolo, BBO # 638375

Gadsby Hannah LLP 225 Franklin Street Boston, MA 02110 (617) 345-7000

Dated: 120, 20, 3005

EMPLOYMENT AGREEMENT

This Employment Agreement is made and entered into between Brown & Brown, LLP, a Limited Liability Partnership duly organized and existing under the laws of the Commonwealth of Massachusetts ("Employer") and Bart Craig ("Employee")

The effective date of this Agreement is January 1, 2002.

INTENT OF THE PARTIES

It is the agreement of the parties to enter into an Employment Agreement and to set forth in this document the intent of the parties to this Agreement.

The parties hereby agree to the following:

1. **Employment**

- Employer hereby agrees to employ the Employee, and the Employee agrees to accept such employment upon the terms and conditions set forth below.
- (b)(1) During the term of this Employment Agreement, Employee will devote his full time and best efforts to his employment duties and perform diligently such duties as are or may, from time to time, be required.
- (b)(2) Full time shall be defined to mean the regularly established working hours of the Employer unless otherwise agreed by the Employer and Employee, plus such reasonable overtime as the requirements of the Employer to properly serve its clients, consistent with the standards of the accounting profession and the Employer.
- (b)(3) During the period of active employment as defined above, the Employer agrees to pay the Employee such compensation for the services of the Employee as is determined annually and which will be reviewed annually. All such compensation shall be subject to the customary federal and state income tax withholding and FICA withholding as required with respect to compensation paid to an Employee.
- (b)(4) The Employer agrees to pay for reasonable continuing education costs to maintain professional licenses for any Employee who works a minimum of fifty percent (50%) of full time and such costs will be borne pro rata for any employees who work less than fifty percent (50%) full time. Written prior approval for educational courses or seminars must be obtained from your manager.
- Employee shall not, without the prior written consent of Employer, directly or indirectly, during the term of this Employment Agreement, other than in the performance of duties naturally inherent in the businesses of Employer or any subsidiary of Employer and in furtherance thereof, render services of a business, professional or commercial nature to any other person or firm, whether for compensation or otherwise.



For purposes of this Employment Agreement, all references herein to subsidiaries or affiliates of Employer shall be deemed to include references to subsidiaries or affiliates now or hereafter existing.

2. Terms and Position Held

- (a) Employee shall be employed by Employer or any subsidiary or affiliates of the Employer as shall, from time to time, be assigned by Brown & Brown or any of its subsidiaries or affiliates.
 - (b) The Employee shall be an employee at will.
- (c) The Employee, upon fourteen (14) day written notice may terminate this Agreement. The Employer may provide fourteen (14) days pay as a substitute for fourteen (14) days notice.
- (d) This Agreement shall be deemed to be terminated, and the relationship of Employer and Employee existing between the parties shall be deemed severed, upon the suspension, revocation or cancellation of the Employee's right to practice public accounting or law in the Commonwealth of Massachusetts, which shall be deemed to be a voluntary termination of his/her employment by the Employee.
- (e) During the period of active employment, as defined above, the Employee shall not undertake any Professional Services except for the benefit of the Employer unless the Employer shall consent thereto in writing, and shall not engage in any business or profession other than the rendition of services for and on behalf of the Employer except for family.
- (f) The Employee shall have no authority to enter into any contract binding upon the Employer or to create any obligation on the part of the Employer, except such as shall be specifically authorized by a majority of partners.
- (g) All fees, compensation, monies and other things of value charged by the Employer and received or realized as a result of the rendition of Professional Services by the Employee, shall belong to and be paid and delivered to the Employer.
- (h) Upon the termination of this Agreement or the Employee's employment with the Employer, the Employee shall not be entitled to keep or copy any documents of the Employer, including but not limited to, records, workpapers, mailing lists, rolodexes, or client lists of the Employer or its clients.

3. Compensation

(a) <u>Salary</u>. For all services rendered to Employer (and any subsidiary of Employer) during the term of this Employment Agreement, Employee shall receive from Employer an aggregate base salary while employed hereunder payable in installments

consistent with Employer's payroll cycle. Base salary shall be annualized for any partial year during the term hereof. Employee may from time to time receive such increases in salary and bonuses as may be granted by the Employer. All payments made pursuant to this Section 3(a) shall be subject to withholding and other applicable taxes.

(b) Additional Benefits. In addition to the compensation set forth herein, Employee shall be entitled to such vacation privileges, hospitalization, insurance and retirement plan benefits and such other similar employment privileges and benefits as are afforded generally from time to time to all other employees of Employer.

4. Covenants and Confidential Information

Employee agrees that for so long as he is receiving compensation in accordance with the provisions of this Employment Agreement and for a period of two (2) years thereafter he will not, directly or indirectly, do or suffer any of the following:

(a) Solicit the business, trade or patronage of any of the clients or customers of the Employer or its subsidiaries. However, Employee shall have, as an election, the right to keep clients serviced by him or her so long as he or she pays to the Employer a sum one and one-half (1 1/2) times the annual fees billed or accrued to client in the preceding twelve (12) months or the twelve (12) month period following termination, whichever is greater.

This has been established as the fair market value of said portion of Employer's practice deemed to be purchased by Employee. Employee will pay one-twelfth (1/12) of projected purchase price every three (3) months commencing on the first day of the fourth month immediately following the date of termination. Any amount not so paid to the Employer will bear an interest rate of twelve percent (12%) per annum. Employer will be permitted to review former Employee's billing records to verify purchase price calculations.

- (b) Divert or attempt to divert from the Employer any business whatsoever by either influencing, attempting to influence or soliciting or attempting to solicit any of the Employer's customers or clients or employees.
- (c) Disclose in any way to any person, firm, corporation or any other operation or entity, or use on Employee's own behalf, for any reason or purpose, any information gained by Employee while in Employer's employ, including, without limitation, Employer's client or customer lists, computer disks containing any information relevant to the Employer, accounting and financial data, pricing and discount practices, special programs relating to sales, service, training, products and equipment, and the methods, techniques, devices and operations of Employer, as they may exist from time to time.
- (d) The Employee further agrees that for such period of two (2) years he/she not to employ nor offer to employ or solicit employment of any person who was an employee of the Employer at the termination of Employee's employment, or was an

employee of the Employer at any time during the one year prior to the termination of the Employee's employment. Nothing in the foregoing shall restrict the right of the employee to enter into full or part-time employment in any capacity with any person, firm, partnership or corporation who or which was a client of the Employer at any time during his/her employment.

X

However, if an Employee becomes employed by an existing or former client of the employer, said client must pay a professional recruitment fee to Employer at a rate of twenty per cent (20%) of Employees new starting compensation.

(e) Upon termination of Employee's employment, Employee shall deliver to Employer all customer and client lists, manuals of any sort of Employer's and all copies thereof, and all other notes, records, memoranda, complete correspondence files and other papers, and all copies thereof, including computer disks, relating to the methods, techniques, devices and operations of Employer, and Employee agrees that Employee does not have nor can Employee acquire any property right therein or claim thereto or in the underlying confidential information.

5. Enforcement of Contract

- (a) Employee expressly agrees and understands that the remedy at law for any breach by him/her of Section 4 will be inadequate and that the damages flowing from such breach are not readily susceptible to being measured in monetary terms. Accordingly, it is acknowledged that upon adequate proof of Employee's violation of any legally enforceable provision of Section 4, Employer shall be entitled to immediate injunctive relief and may obtain a temporary order restraining any threatened or further breach. Nothing in Section 4 shall be deemed to limit Employer's remedy at law or in equity for any breach by Employee of any of the provision of such Section 4, which may be pursued or availed of by Employer.
- (b) In the event Employee shall violate any legally enforceable provision of Section 4 as to which there is a specific time period during which he/she is prohibited from taking certain actions or from engaging in certain activities, as set forth in such provision, then, in such event, such violation shall tell the running of such time period from the date of such violation until such violation shall cease.
- (c) Employee has carefully considered the nature and extent of the restrictions of this Agreement and the rights and remedies conferred upon Employer under Sections 4 and 5, and hereby acknowledges and agrees that the same are reasonable in time and territory, are designed to eliminate competition which otherwise would be unfair to Employer, do not stifle the inherent skill and experience of Employee, would not operate as a bar to Employee's sole means of support, are fully required to protect the legitimate interests of Employer and do not confer a benefit upon Employer disproportionate to the detriment to Employee.

6. Binding on Successors

The rights and obligation of Employer under this Employment Agreement shall inure to the benefit of, and shall be binding upon, Employer and its successors and assigns, and the rights and obligations of Employee under this Employment Agreement shall inure to the benefit of, and shall be binding upon, Employee and his heirs, personal representatives and estate.

7. Notices

Any notice to be given under this Employment Agreement shall be personally delivered in writing or shall have been deemed duly given after it is delivered to the United States Postal Service, postage prepaid, registered or certified, return receipt requested, or via overnight mail with proof of delivery, and if mailed to Employer, shall be addressed to Employer at its principal place of business, to the attention of the Managing Partner of Brown & Brown, LLP, and if mailed to Employee, shall be addressed to him at his home address last shown on the records of Employer, or at such other address or addresses as either Employer or Employee may hereafter designate in writing to the other.

8. Waiver

The failure of either party to enforce any provision or provisions of this Employment Agreement shall not in any way be construed as a waiver of any such provision or provisions as to any future violation thereof, nor prevent that party thereafter from enforcing each and every other provision of this Employment Agreement. The rights granted the parties herein are cumulative and the waiver of any single remedy shall not constitute a waiver of such party's right to assert all other legal remedies available to it under the circumstances.

Supercedes Prior Agreements. 9.

This Employment Agreement supersedes all prior employment agreements and understanding between the parties and may be modified only in writing and signed by both parties.

IN WITNESS WHEREOF, the parties hereto have executed this Employment Agreement as of the date first above written.

BROWN & BROWN, LLP

Title

COMMONWEALTH OF MASSACHUSETIS

SUFFOLK, SS.	SUPERIOR COURT DEPARTMENT OF THE TRIAL COURT
BROWN & BROWN LLP,))
Plaintiff,) CIVIL ACTION NO.: 05-1534-BLS
v.)
BARTON CRAIG, and LEFKOWITZ, GARFINKEL, CHAMPI & DERIENZO, P.C.,)))
Defendants.)) .)
	OR DEFENDANT LEFKOWITZ, GARFINKEL, TO RESPOND TO THE COMPLAINT
Plaintiff Brown & Brown, LLP and	defendant Lefkowitz, Garfinkel, Champi &
DeRienzo, P.C. ("LGC&D"), by their couns	sel, hereby stipulate and agree that LGC&D shall
have to and including Friday, May 27, 2005	to answer, move, or otherwise respond to the
Complaint filed in the above-captioned action	on.
BROWN & BROWN, LLP, By its attorneys,	LEFKOWITZ, GARFINKEL, CHAMPI & DREIENZO, P.C., By its attorneys,
Patrick J. Bannon, BBO# 635523 Gadsby Hannah LLP	Robert M. Gardt, BBO# 187240 Mintz Levin Cohn Ferris Glovsky
225 Franklin Street	& Popeo PC
Boston, MA 02110	One Financial Center
(617) 345-7000	Boston, MA 02111 (617) 542-6000
Date: May 12, 2005	Date: May 12, 2005
So ordered:	
Hon. Allan van Gestel	
Dated:	